

CAZON
L54
-75502

Government
Publications

Bargaining Information Series



PAID VACATIONS AND PAID HOLIDAYS IN
ONTARIO COLLECTIVE AGREEMENTS

January 1975

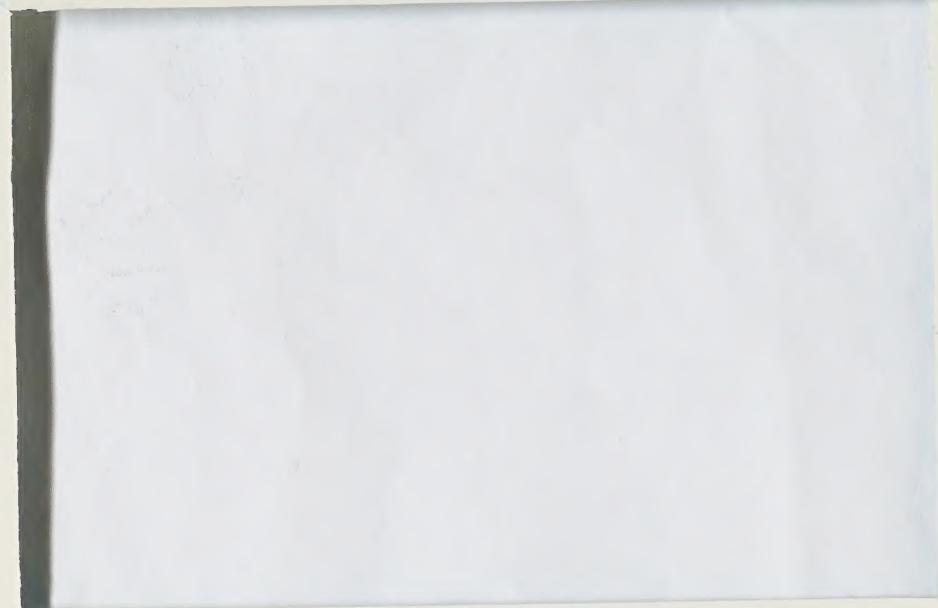
Number 2



Ministry of
Labour

Research
Branch

Toronto
Ontario



CA24N L54
- 75502

PAID VACATIONS AND PAID HOLIDAYS IN
ONTARIO COLLECTIVE AGREEMENTS

January 1975

Number 2

by
Research Branch
Ontario Ministry of Labour
February 1975

Hon. John MacBeth
Minister

R. D. Johnston
Deputy Minister



Digitized by the Internet Archive
in 2024 with funding from
University of Toronto

Digitized by the Internet Archive
in 2024 with funding from

Digitized by the Internet Archive
in 2024 with funding from

<https://archive.org/details/31761120610779>

CONTENTS

	Page
Introduction	1
Paid Vacations	2
Table 1 - Maximum Number of Weeks of Paid Vacation	7
Table 2 - Length of Service for Two Weeks Paid Vacation	9
Table 3 - Length of Service for Three Weeks Paid Vacation	11
Table 4 - Length of Service for Four Weeks Paid Vacation	13
Table 5 - Length of Service for Five Weeks Paid Vacation	15
Table 6 - Length of Service for Six Weeks Paid Vacation	17
Paid Holidays	19
Table 7 - Number of Paid Holidays	21
Table 8 - Pay for Work on Paid Holidays	25

INTRODUCTION

This paper is designed to give quick access to current information on major elements of paid vacation and holiday provisions in Ontario collective agreements.

Detailed tables on the main provisions, broken down by industry, have been prepared to provide information that will be useful in bargaining situations. The tables are preceded by a summary of their contents for quick reference.

This information was drawn from an analysis of all Ontario collective agreements covering bargaining units of 200 or more employees working in industries other than construction. As of January 1975, when the analysis was prepared, there were 838 such agreements, covering 658,072 employees, on file with the Collective Agreements Library of the Ministry of Labour.

For further information, please call Beth Jess at 965-6101.

PAID VACATIONS

Maximum Amount of Paid Vacation (Table I)

An analysis of 838 agreements showed that 823 (98.0 per cent) covering 98.0 per cent of the employees have a provision for paid vacations. The agreements with no provision are in the shipping and entertainment industries where the employees generally receive pay in lieu of vacation.

Five weeks is the most common maximum amount of paid vacation and is provided in 45.0 per cent of the 823 agreements for 57.0 per cent of the employees they cover.

Industries where the employees generally receive fewer than 5 weeks maximum vacation are textile, clothing, transportation equipment, health and welfare, communications and personal services. Employees who receive more than 5 weeks vacation are in the rubber and paper industries.

Thirteen agreements provide for increases during the term of the agreement in the maximum amount of vacation, as shown in the following tabulation.

Changes During the Term of the Agreement in Maximum Amount of Paid Vacation

<u>Maximum Amount of Vacation, in Weeks</u>		<u>Number of Agreements</u>
<u>Increased From</u>	<u>Increased To</u>	
2	3	3
3	4	2
4	5	7
5	6	1

Vacation Schedule (Tables 2 to 6)

The next tabulation shows the percentages of the 838 agreements analyzed (and the percentages of the employees covered) that have provisions for two, three, four, five and six weeks of paid vacations.

Prevalence of Weeks of
Paid Vacation

	<u>Per Cent of Total Contracts</u>	<u>Per Cent of Total Employees</u>
Two weeks	96.0	96.0
Three weeks	96.0	90.0
Four weeks	88.0	87.0
Five weeks	56.0	68.0
Six weeks	11.0	10.0

To be eligible for each week of paid vacation there is a service requirement. The following tabulation shows, in summary form, the most common service requirements. Full details are in the attached Tables 2 to 6.

The Most Common Service Requirement
For Prevalent Vacation Allowances

	<u>Per Cent of Contracts with Provision</u>	<u>Per Cent of Employees Covered</u>
2 weeks after 1 year's service	69.0	71.0
3 weeks after 5 years' service	34.0	33.0
4 weeks after 15 years' service	42.0	49.0
5 weeks after 25 years' service	42.0	36.0
6 weeks after 30 years' service	46.0	58.0

Changes During the Term of the Agreement in Vacation Provisions

A number of agreements change their vacation provisions during the term of the contract. One form of change is to introduce a new provision; for example, a provision for six weeks vacation where previously the maximum amount of vacation was five weeks. Other changes reduce the service requirement to be eligible for specific vacations allowances. These changes are described below.

Two Weeks Vacation: one agreement reduces the service requirement for two weeks vacation from two to one year's service.

Three Weeks Vacation: fifty-five agreements provide for changes during the term of the agreement. Three

of these agreements introduce a new 3-week provision after 1, 5 and 10 years' service, respectively.

As shown in the following tabulation, 52 agreements reduced the service requirement to be eligible for three weeks vacation. The most frequent change - in 17 of the agreements - is to 5 years' service.

Changes During the Term of the
Agreement in Service Requirement
for Three Weeks Vacation

<u>Service Requirement, in Years</u>		<u>Number of Agreements</u>
<u>Reduced From</u>	<u>Reduced To</u>	
3	2	2
4	3	1
5	4	3
6	5	9)
7	5	6) 17
8	5	2)
7	6	11
8	6	4
8	7	5
9	8	4
10	8	1
12	8	1
11	10	2
12	10	1

Four Weeks Vacation: fifty-seven agreements provide for changes during the term of the agreement. One of these agreements introduces a new 4-week provision after 20 years' service.

As shown in the following tabulation, 56 agreements reduce the service requirement to be eligible for four weeks vacation. The most frequent change - in 17 of the agreements - is to 15 years' service.

Changes During the Term of the
Agreement in Service Requirement
for Four Weeks Vacation

<u>Service Requirement, in Years</u>		<u>Number</u>
<u>Reduced From</u>	<u>Reduced To</u>	<u>of Agreements</u>
5	3	1
7	5	1
9	8	1
11	10	1
17	10	1
12	11	1
13	12	2
14	12	1
15	12	4
14	13	2
15	13	2
15	14	5
16	15	9)
17	15	7) 17
18	15	1)
17	16	4
18	16	1
20	16	2
18	17	2
20	17	1
19	18	2
20	18	2
20	19	1
21	20	1
25	20	1

Five Weeks Vacation: thirty-eight agreements provide for changes during the term of the agreement. Eight of these agreements introduce a new 5-week provision; 2 after 20 years' service and 6 after 25 years' service.

As shown in the following tabulation, 30 agreements reduce the service requirement to be eligible for five weeks vacation. The most frequent changes are to 22 years' service in 8 agreements and to 25 years' service in 6 agreements.

Changes During the Term of the
Agreement in Service Requirement
for Five Weeks Vacation

<u>Service Requirement, in Years</u>		<u>Number</u>
<u>Reduced</u>	<u>Reduced</u>	<u>of</u>
<u>From</u>	<u>To</u>	<u>Agreements</u>
20	17	1
21	20	1
22	20	2
25	20	2
23	21	1
23	22	6)
24	22	1) 8
25	22	1)
24	23	1
25	23	3
25	24	1
26	25	3) 6
30	25	3)
28	26	1
30	27	1
29	28	1
30	29	1

Six Weeks Vacation: one agreement introduces a new 6-week provision after 30 years' service and two contracts reduce the service requirements from 30 to 25 years' service.

TABLE 1
MAXIMUM NUMBER OF WEEKS OF PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Maximum Number of Weeks of Paid Vacation									
	Total with Provision for Paid Vacations		2 Weeks		3 Weeks		4 Weeks		4-1/2 Weeks	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
All Industries	823	643,909	16	44,948	65	26,624	254	112,433	8	7,599
Manufacturing	462	296,933	9	39,536	55	22,605	144	56,721	6	6,859
Foods and beverages	42	20,035	-	-	2	594	10	2,532	-	-
Tobacco products	3	1,423	-	-	-	-	1	491	-	-
Rubber and plastic products	18	9,529	-	-	2	500	2	423	-	-
Leather industries	8	2,771	-	-	4	1,185	2	874	-	-
Textile mill products	28	11,472	3	860	4	1,539	14	4,633	-	-
Knitting mills	4	1,224	-	-	1	263	2	495	-	-
Clothing industries	9	9,080	-	-	6	4,694	-	-	-	-
Wood products	12	3,239	-	-	2	470	8	2,104	-	-
Furniture and fixtures	12	4,156	-	-	1	320	7	2,203	-	-
Paper and allied products	41	17,500	-	-	-	-	4	1,156	-	-
Printing and publishing	11	6,398	-	-	-	-	6	3,675	-	-
Primary metal industries	28	31,531	-	-	5	2,762	6	2,444	-	-
Metal fabricating	51	18,160	-	-	3	949	19	7,223	-	-
Machinery, except electrical	27	14,933	-	-	1	300	11	3,960	-	-
Transportation equipment	61	83,423	6	38,676	17	6,194	16	9,635	6	6,859
Electrical products	52	37,480	-	-	1	200	20	8,657	-	-
Non-metallic mineral products	19	8,986	-	-	4	2,150	4	2,126	-	-
Petroleum and coal products	2	1,100	-	-	-	-	-	-	-	-
Chemical and chemical products ...	15	6,777	-	-	1	200	2	400	-	-
Miscellaneous manufacturing	19	7,716	-	-	1	285	10	3,690	-	-
Non-Manufacturing	361	346,976	7	5,412	10	4,019	110	55,712	2	740
Forestry	10	4,655	-	-	-	-	-	-	-	-
Mining and quarrying	19	25,158	-	-	1	350	7	2,612	-	-
Transportation	31	47,728	-	-	-	-	5	8,876	-	-
Storage	1	1,700	-	-	-	-	-	-	-	-
Communications	16	32,955	5	4,100	-	-	6	8,305	-	-
Electric, gas and water utilities	13	16,165	-	-	-	-	-	-	-	-
Wholesale trade	4	1,312	1	312	-	-	1	400	-	-
Retail trade	20	28,474	-	-	-	-	6	2,390	-	-
Finance, insurance and real estate	1	501	-	-	-	-	1	501	-	-
Education and related services ...	51	25,973	1	1,000	-	-	15	4,968	-	-
Health and welfare services	81	32,034	-	-	2	756	54	20,909	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-
Business services	6	2,352	-	-	-	-	2	1,162	2	740
Personal services	17	7,390	-	-	6	2,643	11	4,747	-	-
Miscellaneous services	1	270	-	-	1	270	-	-	-	-
Federal administration	43	84,241	-	-	-	-	1	591	-	-
Provincial administration	1	3,739	-	-	-	-	-	-	-	-
Local administration	46	32,329	-	-	-	-	1	251	-	-

TABLE 1 (CONT'D)

MAXIMUM NUMBER OF WEEKS OF PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Maximum Number of Weeks of Paid Vacation											
	Total with Provision for Paid Vacations		5 Weeks		6 Weeks		7 Weeks		Varies with Employees Covered	Changes during Agreement		
	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.				
All Industries	823	643,909	371	370,042	87	61,616	6	3,187	3	4,331	13	13,129
Manufacturing	462	296,933	165	107,521	70	53,834	3	1,237	-	-	10	8,620
Foods and beverages	42	20,035	22	11,956	3	2,560	3	1,237	-	-	2	1,156
Tobacco products	3	1,423	1	286	1	646	-	-	-	-	-	-
Rubber and plastic products	18	9,529	2	660	12	7,946	-	-	-	-	-	-
Leather industries	8	2,771	2	712	-	-	-	-	-	-	-	-
Textile mill products	28	11,472	6	3,075	1	1,365	-	-	-	-	-	-
Knitting mills	4	1,224	1	466	-	-	-	-	-	-	-	-
Clothing industries	9	9,080	2	1,490	-	-	-	-	-	-	-	-
Wood products	12	3,239	2	665	-	-	-	-	-	-	1	2,896
Furniture and fixtures	12	4,156	2	594	1	275	-	-	-	-	-	-
Paper and allied products	41	17,500	10	3,403	27	12,941	-	-	-	-	1	764
Printing and publishing	11	6,398	5	2,723	-	-	-	-	-	-	-	-
Primary metal industries	28	31,531	8	4,156	9	22,169	-	-	-	-	-	-
Metal fabricating	51	18,160	20	7,116	7	2,302	-	-	-	-	2	570
Machinery, except electrical	27	14,933	12	8,753	2	482	-	-	-	-	1	1,438
Transportation equipment	61	83,423	16	22,059	-	-	-	-	-	-	-	-
Electrical products	52	37,480	28	26,939	1	209	-	-	-	-	2	1,475
Non-metallic mineral products	19	8,986	9	4,111	1	278	-	-	-	-	1	321
Petroleum and coal products	2	1,100	2	1,100	-	-	-	-	-	-	-	-
Chemical and chemical products	15	6,777	9	4,980	3	1,197	-	-	-	-	-	-
Miscellaneous manufacturing	19	7,716	6	2,277	2	1,464	-	-	-	-	-	-
Non-Manufacturing	361	346,976	206	262,521	17	7,782	3	1,950	3	4,331	3	4,509
Forestry	10	4,655	9	4,018	1	637	-	-	-	-	-	-
Mining and quarrying	19	25,158	9	21,102	1	474	-	-	-	-	1	620
Transportation	31	47,728	22	36,534	3	1,518	-	-	-	-	1	800
Storage	1	1,700	1	1,700	-	-	-	-	-	-	-	-
Communications	16	32,955	5	20,550	-	-	-	-	-	-	-	-
Electric, gas and water utilities	13	16,165	12	15,901	1	264	-	-	-	-	-	-
Wholesale trade	4	1,312	2	600	-	-	-	-	-	-	-	-
Retail trade	20	28,474	13	24,884	-	-	1	1,200	-	-	-	-
Finance, insurance and real estate	1	501	-	-	-	-	-	-	-	-	-	-
Education and related services	51	25,973	25	9,715	8	3,401	-	-	1	3,800	1	3,089
Health and welfare services	81	32,034	24	10,059	-	-	-	-	1	310	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-	-	-
Business services	6	2,352	2	450	-	-	-	-	-	-	-	-
Personal services	17	7,390	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	1	270	-	-	-	-	-	-	-	-	-	-
Federal administration	43	84,241	41	83,429	-	-	-	-	1	221	-	-
Provincial administration	1	3,739	1	3,739	-	-	-	-	-	-	-	-
Local administration	46	32,329	40	29,840	3	1,488	2	750	-	-	-	-

TABLE 2

LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 2 Week Provision		Length of Service for Two Weeks Vacation							
			Less than 1 Year		1 Year		2 Years		3 or More Years	
	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.
All Industries	807	631,604	94	113,442	556	449,228	123	50,757	13	9,037
Manufacturing	460	294,233	9	5,070	323	232,969	111	46,120	13	9,037
Foods and beverages	42	20,035	-	-	20	7,028	17	9,110	5	3,897
Tobacco products	3	1,423	-	-	3	1,423	-	-	-	-
Rubber and plastic products	18	9,529	-	-	15	8,856	3	673	-	-
Leather industries	8	2,771	-	-	4	1,279	3	1,242	-	-
Textile mill products	28	11,472	1	1,365	15	6,248	12	3,859	-	-
Knitting mills	4	1,224	-	-	2	741	1	220	-	-
Clothing industries	8	6,680	-	-	4	4,748	4	1,932	-	-
Wood products	12	3,239	-	-	7	1,927	5	1,312	-	-
Furniture and fixtures	12	4,156	-	-	8	2,917	4	1,239	-	-
Paper and allied products	41	17,500	-	-	36	15,899	5	1,601	-	-
Printing and publishing	11	6,398	4	2,333	7	4,065	-	-	-	-
Primary metal industries	28	31,531	-	-	22	26,989	5	3,781	1	761
Metal fabricating	51	18,160	-	-	35	11,861	12	3,537	4	2,762
Machinery, except electrical	27	14,933	1	251	18	10,654	6	2,913	1	800
Transportation equipment	61	83,423	1	364	47	77,390	11	4,852	2	817
Electrical products	52	37,480	1	270	42	31,735	8	5,266	-	-
Non-metallic mineral products	18	8,686	-	-	11	6,565	7	2,121	-	-
Petroleum and coal products	2	1,100	-	-	2	1,100	-	-	-	-
Chemical and chemical products	15	6,777	-	-	12	6,056	3	721	-	-
Miscellaneous manufacturing	19	7,716	1	487	13	5,488	5	1,741	-	-
Non-Manufacturing	347	337,371	85	108,372	233	216,259	12	4,637	-	-
Forestry	10	4,655	-	-	1	637	-	-	-	-
Mining and quarrying	19	25,158	-	-	17	24,489	2	669	-	-
Transportation	31	47,728	3	2,139	26	44,916	2	673	-	-
Storage	1	1,700	-	-	1	1,700	-	-	-	-
Communications	13	30,910	3	7,037	10	23,873	-	-	-	-
Electric, gas and water utilities	13	16,165	-	-	13	16,165	-	-	-	-
Wholesale trade	4	1,312	-	-	4	1,312	-	-	-	-
Retail trade	20	28,474	1	2,500	19	25,974	-	-	-	-
Finance, insurance and real estate	1	501	-	-	1	501	-	-	-	-
Education and related services	48	21,293	20	11,947	27	9,066	-	-	-	-
Health and welfare services	75	29,894	20	8,720	49	17,590	-	-	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-
Business services	4	1,612	-	-	4	1,612	-	-	-	-
Personal services	17	7,390	-	-	9	4,095	8	3,295	-	-
Miscellaneous services	1	270	-	-	1	270	-	-	-	-
Federal administration	43	84,241	36	71,746	6	12,274	-	-	-	-
Provincial administration	1	3,739	1	3,739	-	-	-	-	-	-
Local administration	46	32,329	1	544	45	31,785	-	-	-	-

TABLE 2 (CONT'D)

LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 2 Week Provision		Length of Service for Two Weeks Vacation					
			Varies with Employees Covered		Changes during Agreement		Other	
	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.
All Industries	807	631,604	8	4,085	1	209	12	4,846
Manufacturing	460	294,233	-	-	1	209	3	828
Foods and beverages	42	20,035	-	-	-	-	-	-
Tobacco products	3	1,423	-	-	-	-	-	-
Rubber and plastic products	18	9,529	-	-	-	-	-	-
Leather industries	9	2,771	-	-	-	-	1	250
Textile mill products	28	11,472	-	-	-	-	-	-
Knitting mills	4	1,224	-	-	-	-	1	263
Clothing industries	8	6,680	-	-	-	-	-	-
Wood products	12	3,239	-	-	-	-	-	-
Furniture and fixtures	12	4,156	-	-	-	-	-	-
Paper and allied products	41	17,500	-	-	-	-	-	-
Printing and publishing	11	6,398	-	-	-	-	-	-
Primary metal industries	28	31,531	-	-	-	-	-	-
Metal fabricating	51	18,160	-	-	-	-	-	-
Machinery, except electrical	27	14,933	-	-	-	-	1	315
Transportation equipment	61	83,423	-	-	-	-	-	-
Electrical products	52	37,480	-	-	1	209	-	-
Non-metallic mineral products	18	8,686	-	-	-	-	-	-
Petroleum and coal products	2	1,100	-	-	-	-	-	-
Chemical and chemical products ...	15	6,777	-	-	-	-	-	-
Miscellaneous manufacturing	19	7,716	-	-	-	-	-	-
Non-Manufacturing	347	337,371	8	4,085	-	-	9	4,018
Forestry	10	4,655	-	-	-	-	9	4,018
Mining and quarrying	19	25,158	-	-	-	-	-	-
Transportation	31	47,728	-	-	-	-	-	-
Storage	1	1,700	-	-	-	-	-	-
Communications	13	30,910	-	-	-	-	-	-
Electric, gas and water utilities.	13	16,165	-	-	-	-	-	-
Wholesale trade	4	1,312	-	-	-	-	-	-
Retail trade	20	28,474	-	-	-	-	-	-
Finance, insurance and real estate	1	501	-	-	-	-	-	-
Education and related services ...	48	21,293	1	280	-	-	-	-
Health and welfare services	75	29,894	6	3,584	-	-	-	-
Recreational services	-	-	-	-	-	-	-	-
Business services	4	1,612	-	-	-	-	-	-
Personal services	17	7,390	-	-	-	-	-	-
Miscellaneous services	1	270	-	-	-	-	-	-
Federal administration	43	84,241	1	221	-	-	-	-
Provincial administration	1	3,739	-	-	-	-	-	-
Local administration	46	32,329	-	-	-	-	-	-

TABLE 3
LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 3 Week Provision		Length of Service for Three Weeks Vacation											
			Less than 5 Years		5 Years		6 to 9 Years		10 Years		11 to 14 Years		15 Years	
	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.
All Industries	806	595,161	162	183,989	270	193,813	222	123,462	45	36,664	4	2,207	12	10,008
Manufacturing	453	257,397	28	29,393	151	110,177	181	76,091	38	16,369	1	520	9	3,056
Foods and beverages	42	20,035	3	1,237	8	2,750	25	13,801	1	200	-	-	-	-
Tobacco products	3	1,423	-	-	1	286	2	1,137	-	-	-	-	-	-
Rubber and plastic products	18	9,529	-	-	15	8,856	1	250	2	423	-	-	-	-
Leather industries	8	2,771	-	-	-	-	5	1,481	2	1,040	-	-	1	250
Textile mill products	25	10,612	1	360	7	4,031	7	2,030	8	3,216	-	-	1	350
Knitting mills	4	1,224	-	-	-	-	2	741	-	-	-	-	2	483
Clothing industries	9	9,080	2	3,282	-	-	1	450	-	-	1	520	2	442
Wood products	12	3,239	2	535	2	563	7	1,896	1	245	-	-	-	-
Furniture and fixtures	12	4,156	-	-	-	-	6	1,630	2	673	-	-	-	-
Paper and allied products	41	17,500	-	-	25	12,502	12	3,633	-	-	-	-	-	-
Printing and publishing	11	6,398	6	3,317	1	216	-	-	1	410	-	-	-	-
Primary metal industries	28	31,531	2	1,300	15	24,859	5	2,196	4	2,532	-	-	1	431
Metal fabricating	51	18,160	-	-	15	5,831	25	7,542	5	3,031	-	-	-	-
Machinery, except electrical	27	14,933	-	-	7	7,342	16	6,067	-	-	-	-	1	800
Transportation equipment	55	44,747	5	14,799	17	12,376	24	13,633	8	3,595	-	-	-	-
Electrical products	52	37,480	-	-	17	19,744	25	12,986	2	535	-	-	-	-
Non-metallic mineral products	19	8,986	2	736	7	4,733	7	2,686	1	210	-	-	1	300
Petroleum and coal products	2	1,100	2	1,100	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products	15	6,777	3	2,727	7	2,697	5	1,353	-	-	-	-	-	-
Miscellaneous manufacturing	19	7,716	-	-	7	3,391	6	2,579	1	259	-	-	-	-
Non-Manufacturing	353	337,764	134	154,596	119	83,636	41	47,371	7	20,295	3	1,687	3	6,952
Forestry	10	4,655	-	-	1	637	-	-	-	-	-	-	-	-
Mining and quarrying	19	25,158	-	-	10	3,984	-	-	5	19,067	3	1,687	-	-
Transportation	31	47,728	4	2,797	6	5,159	21	39,772	-	-	-	-	-	-
Storage	1	1,700	-	-	1	1,700	-	-	-	-	-	-	-	-
Communications	11	28,855	8	16,055	1	6,800	1	300	-	-	-	-	1	5,700
Electric, gas and water utilities	13	16,165	2	12,012	6	2,454	3	982	-	-	-	-	-	-
Wholesale trade	3	1,000	-	-	2	700	1	300	-	-	-	-	-	-
Retail trade	20	28,474	2	3,700	18	24,774	-	-	-	-	-	-	-	-
Finance, insurance and real estate	1	501	1	501	-	-	-	-	-	-	-	-	-	-
Education and related services	49	21,173	36	17,534	11	2,924	-	-	-	-	-	-	-	-
Health and welfare services	81	32,034	28	10,379	25	10,072	3	1,264	-	-	-	-	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Business services	6	2,352	3	978	3	1,374	-	-	-	-	-	-	-	-
Personal services	17	7,390	-	-	2	1,115	8	2,727	2	1,228	-	-	2	1,152
Miscellaneous services	1	270	-	-	1	270	-	-	-	-	-	-	-	-
Federal administration	43	84,241	40	82,756	1	591	-	-	-	-	-	-	-	-
Provincial administration	1	3,739	1	3,739	-	-	-	-	-	-	-	-	-	-
Local administration	46	32,329	9	4,145	31	21,082	4	2,026	-	-	-	-	-	-

TABLE 3 (CONT'D)

LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Length of Service for Three Weeks Vacation							
	Total with 3 Week Provision		Varies with Employees Covered		Changes during Agreement		Other	
	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.
All Industries	806	595,161	23	14,909	55	24,894	13	5,215
Manufacturing	453	257,397	1	1,265	44	20,526	-	-
Foods and beverages	42	20,035	-	-	5	2,047	-	-
Tobacco products	3	1,423	-	-	-	-	-	-
Rubber and plastic products	18	9,529	-	-	-	-	-	-
Leather industries	8	2,771	-	-	-	-	-	-
Textile mill products	25	10,612	-	-	1	625	-	-
Knitting mills	4	1,224	-	-	-	-	-	-
Clothing industries	9	9,080	-	-	3	4,386	-	-
Wood products	12	3,239	-	-	-	-	-	-
Furniture and fixtures	12	4,156	-	-	4	1,853	-	-
Paper and allied products	41	17,500	-	-	4	1,365	-	-
Printing and publishing	11	6,398	1	1,265	2	1,190	-	-
Primary metal industries	28	31,531	-	-	1	213	-	-
Metal fabricating	51	18,160	-	-	6	1,756	-	-
Machinery, except electrical	27	14,933	-	-	3	724	-	-
Transportation equipment	55	44,747	-	-	1	344	-	-
Electrical products	52	37,480	-	-	8	4,215	-	-
Non-metallic mineral products	19	8,986	-	-	1	321	-	-
Petroleum and coal products	2	1,100	-	-	-	-	-	-
Chemical and chemical products ...	15	6,777	-	-	-	-	-	-
Miscellaneous manufacturing	19	7,716	-	-	5	1,487	-	-
Non-Manufacturing	353	337,764	22	13,644	11	4,368	13	5,215
Forestry	10	4,655	-	-	-	-	9	4,018
Mining and quarrying	19	25,158	-	-	-	-	1	420
Transportation	31	47,728	-	-	-	-	-	-
Storage	1	1,700	-	-	-	-	-	-
Communications	11	28,855	-	-	-	-	-	-
Electric, gas and water utilities.	13	16,165	-	-	2	717	-	-
Wholesale trade	3	1,000	-	-	-	-	-	-
Retail trade	20	28,474	-	-	-	-	-	-
Finance, insurance and real estate	1	501	-	-	-	-	-	-
Education and related services ...	49	21,173	1	280	1	435	-	-
Health and welfare services	81	32,034	17	7,394	5	2,148	3	777
Recreational services	-	-	-	-	-	-	-	-
Business services	6	2,352	-	-	-	-	-	-
Personal services	17	7,390	-	-	3	1,068	-	-
Miscellaneous services	1	270	-	-	-	-	-	-
Federal administration	43	84,241	2	894	-	-	-	-
Provincial administration	1	3,739	-	-	-	-	-	-
Local administration	46	32,329	2	5,076	-	-	-	-

TABLE 4

LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 4 Week Provision		Length of Service for Four Weeks Vacation											
			Less than 5 Years		5 Years		6 to 9 Years		10 Years		11 to 14 Years			
	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.		
All Industries	739	569,177	6	5,307	5	1,587	7	3,770	43	27,035	99	76,828	313	277,262
Manufacturing	395	231,632	-	-	-	-	5	3,316	21	17,583	16	6,398	187	136,242
Foods and beverages	40	19,441	-	-	-	-	-	-	4	1,437	1	630	19	9,881
Tobacco products	3	1,423	-	-	-	-	-	-	-	-	2	932	1	491
Rubber and plastic products	16	9,029	-	-	-	-	-	-	-	-	1	410	13	8,196
Leather industries	4	1,586	-	-	-	-	-	-	-	-	1	332	-	-
Textile mill products	21	9,073	-	-	-	-	-	-	2	1,725	-	-	7	3,130
Knitting mills	3	961	-	-	-	-	-	-	-	-	-	-	1	466
Clothing industries	2	1,490	-	-	-	-	-	-	-	-	-	-	-	-
Wood products	10	2,769	-	-	-	-	-	-	-	-	3	789	3	880
Furniture and fixtures	10	3,072	-	-	-	-	-	-	-	-	-	-	2	625
Paper and allied products	41	17,500	-	-	-	-	-	-	-	-	1	248	31	14,514
Printing and publishing	11	6,398	-	-	-	-	3	2,097	-	-	-	-	2	626
Primary metal industries	24	30,070	-	-	-	-	-	-	6	9,212	-	-	10	15,864
Metal fabricating	48	17,211	-	-	-	-	-	-	-	-	-	-	18	7,308
Machinery, except electrical	26	14,633	-	-	-	-	-	-	-	-	2	1,689	12	8,832
Transportation equipment	37	38,278	-	-	-	-	1	408	1	302	-	-	19	30,670
Electrical products	50	36,754	-	-	-	-	-	-	-	-	1	282	26	25,367
Non-metallic mineral products	15	6,836	-	-	-	-	-	-	1	436	2	609	7	3,181
Petroleum and coal products	2	1,100	-	-	-	-	-	-	2	1,100	-	-	-	-
Chemical and chemical products	14	6,577	-	-	-	-	1	811	5	3,371	1	277	6	1,918
Miscellaneous manufacturing	18	7,431	-	-	-	-	-	-	-	-	1	200	10	4,293
Non-Manufacturing	344	337,545	6	5,307	5	1,587	2	454	22	9,452	83	70,430	126	141,020
Forestry	10	4,655	-	-	-	-	-	-	-	-	-	-	1	637
Mining and quarrying	18	24,808	-	-	-	-	-	-	7	3,021	-	-	2	613
Transportation	31	47,728	-	-	-	-	-	-	1	495	10	14,607	6	7,713
Storage	1	1,700	-	-	-	-	-	-	-	-	1	1,700	-	-
Communications	11	28,855	-	-	-	-	-	-	-	-	-	-	7	10,055
Electric, gas and water utilities	13	16,165	-	-	-	-	-	-	-	-	1	220	6	13,914
Wholesale trade	3	1,000	-	-	-	-	-	-	-	-	1	400	-	-
Retail trade	20	28,474	-	-	-	-	-	-	2	1,550	17	24,424	1	2,500
Finance, insurance and real estate	1	501	-	-	-	-	-	-	-	-	-	-	1	501
Education and related services	50	24,973	1	3,800	-	-	1	224	8	3,075	17	6,034	16	6,539
Health and welfare services	79	31,278	5	1,507	5	1,587	-	-	3	1,071	15	6,573	27	10,085
Recreational services	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Business services	6	2,352	-	-	-	-	-	-	-	-	-	-	3	697
Personal services	11	4,747	-	-	-	-	-	-	-	-	-	-	4	1,736
Miscellaneous services	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration	43	84,241	-	-	-	-	-	-	-	-	-	-	32	68,462
Provincial administration	1	3,739	-	-	-	-	-	-	-	-	-	-	1	3,739
Local administration	46	32,329	-	-	-	-	1	230	1	240	21	16,472	19	15,829

TABLE 4 (CONT'D)

LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 4 Week Provision		Length of Service for Four Weeks Vacation						Varies with Employees Covered	Changes during Agreement		Other		
			16 to 19 Years		20 Years		Over 20 Years							
	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.
All Industries	739	569,177	125	81,219	41	33,030	13	12,511	16	7,489	57	36,366	14	6,773
Manufacturing	395	231,632	84	28,207	34	13,424	8	4,865	-	-	39	20,332	1	1,265
Foods and beverages	40	19,441	11	4,120	1	200	-	-	-	-	4	3,173	-	-
Tobacco products	3	1,423	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and plastic products	16	9,029	-	-	2	423	-	-	-	-	-	-	-	-
Leather industries	4	1,586	2	594	-	-	1	660	-	-	-	-	-	-
Textile mill products	21	9,073	3	1,004	5	1,789	3	1,225	-	-	1	200	-	-
Knitting mills	3	961	1	275	1	220	-	-	-	-	-	-	-	-
Clothing industries	2	1,490	-	-	2	1,490	-	-	-	-	-	-	-	-
Wood products	10	2,769	3	855	1	245	-	-	-	-	-	-	-	-
Furniture and fixtures	10	3,072	4	1,375	3	828	-	-	-	-	1	244	-	-
Paper and allied products	41	17,500	6	1,824	-	-	-	-	-	-	3	914	-	-
Printing and publishing	11	6,398	1	221	-	-	-	-	-	-	4	2,189	1	1,265
Primary metal industries	24	30,070	1	285	3	2,282	1	431	-	-	3	1,996	-	-
Metal fabricating	48	17,211	16	4,096	3	923	3	2,549	-	-	8	2,335	-	-
Machinery, except electrical	26	14,633	6	1,949	4	1,615	-	-	-	-	2	548	-	-
Transportation equipment	37	38,278	9	3,921	6	2,633	-	-	-	-	1	344	-	-
Electrical products	50	36,754	14	4,495	2	517	-	-	-	-	7	6,093	-	-
Non-metallic mineral products	15	6,836	3	1,512	-	-	-	-	-	-	2	1,098	-	-
Petroleum and coal products	2	1,100	-	-	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products	14	6,577	1	200	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	18	7,431	3	1,481	1	259	-	-	-	-	3	1,198	-	-
Non-Manufacturing	344	337,545	41	53,012	7	19,606	5	7,646	16	7,489	18	16,034	13	5,508
Forestry	10	4,655	-	-	-	-	-	-	-	-	-	-	9	4,018
Mining and quarrying	18	24,808	-	-	4	18,808	4	1,946	-	-	-	-	1	420
Transportation	31	47,728	13	24,113	-	-	-	-	-	-	1	800	-	-
Storage	1	1,700	-	-	-	-	-	-	-	-	-	-	-	-
Communications	11	28,855	1	6,000	1	300	1	5,700	-	-	1	6,800	-	-
Electric, gas and water utilities	13	16,165	3	982	-	-	-	-	-	-	3	1,049	-	-
Wholesale trade	3	1,000	1	300	-	-	-	-	-	-	1	300	-	-
Retail trade	20	28,474	-	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance and real estate	1	501	-	-	-	-	-	-	-	-	-	-	-	-
Education and related services	50	24,973	3	1,036	-	-	-	-	2	741	2	3,524	-	-
Health and welfare services	79	31,278	3	1,264	-	-	-	-	11	5,510	7	2,611	3	1,070
Recreational services	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Business services	6	2,352	3	1,655	-	-	-	-	-	-	-	-	-	-
Personal services	11	4,747	5	2,513	2	498	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration	43	84,241	8	14,685	-	-	-	-	2	894	1	200	-	-
Provincial administration	1	3,739	-	-	-	-	-	-	-	-	-	-	-	-
Local administration	46	32,329	1	464	-	-	-	-	1	344	2	750	-	-

TABLE 5
LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 5 Week Provision		Length of Service for Five Weeks Vacation									
			15 Years		16 to 19 Years		20 Years		21 to 24 Years		25 Years	
Industry	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries	473	444,434	5	2,845	5	2,197	70	64,185	68	51,167	201	159,832
Manufacturing	243	167,451	4	1,645	3	1,743	51	53,348	17	7,633	124	76,926
Foods and beverages	30	16,909	3	1,237	-	-	4	1,997	3	2,347	15	8,663
Tobacco products	2	932	-	-	2	932	-	-	-	-	-	-
Rubber and plastic products	14	8,606	-	-	-	-	12	7,946	-	-	1	250
Leather industries	2	712	-	-	-	-	-	-	-	-	2	712
Textile mill products	7	4,440	-	-	-	-	2	1,725	1	351	3	2,079
Knitting mills	1	466	-	-	-	-	1	466	-	-	-	-
Clothing industries	2	1,490	-	-	-	-	-	-	-	-	-	-
Wood products	2	665	-	-	-	-	-	-	-	-	1	315
Furniture and fixtures	3	869	-	-	-	-	-	-	1	275	1	350
Paper and allied products	37	16,344	-	-	-	-	1	248	3	911	30	14,133
Printing and publishing	5	2,723	-	-	-	-	-	-	-	-	5	2,723
Primary metal industries	18	27,626	-	-	-	-	5	8,587	-	-	9	16,700
Metal fabricating	27	9,433	-	-	-	-	1	1,104	2	1,106	16	4,835
Machinery, except electrical	15	10,673	-	-	-	-	6	7,739	2	822	7	2,112
Transportation equipment	16	22,059	1	408	-	-	8	17,680	-	-	6	3,627
Electrical products	30	28,097	-	-	-	-	-	-	2	781	13	13,348
Non-metallic mineral products	10	4,389	-	-	-	-	2	714	3	1,040	4	2,304
Petroleum and coal products	2	1,100	-	-	-	-	2	1,100	-	-	-	-
Chemical and chemical products	12	6,177	-	-	1	811	6	3,648	-	-	5	1,718
Miscellaneous manufacturing	8	3,741	-	-	-	-	1	394	-	-	6	3,057
Non-Manufacturing	230	276,983	1	1,200	2	454	19	10,837	51	43,534	77	82,906
Forestry	10	4,655	-	-	-	-	-	-	-	-	1	637
Mining and quarrying	11	22,196	-	-	-	-	3	1,262	-	-	2	651
Transportation	26	38,852	-	-	-	-	4	4,316	2	1,059	16	30,737
Storage	1	1,700	-	-	-	-	1	1,700	-	-	-	-
Communications	5	20,550	-	-	-	-	-	-	-	-	2	6,973
Electric, gas and water utilities	13	16,165	-	-	-	-	-	-	2	629	7	14,134
Wholesale trade	2	600	-	-	-	-	1	300	-	-	-	-
Retail trade	14	26,084	1	1,200	-	-	-	-	11	22,176	1	208
Finance, insurance and real estate	-	-	-	-	-	-	-	-	-	-	-	-
Education and related services	34	16,205	-	-	1	224	3	838	11	3,926	14	6,167
Health and welfare services	24	10,059	-	-	-	-	3	891	4	1,212	15	7,061
Recreational services	-	-	-	-	-	-	-	-	-	-	-	-
Business services	2	450	-	-	-	-	-	-	1	212	1	238
Personal services	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration	42	83,650	-	-	-	-	-	-	-	-	1	1,316
Provincial administration	1	3,739	-	-	-	-	-	-	-	-	-	-
Local administration	45	32,078	-	-	1	230	4	1,530	20	14,320	17	14,784

TABLE 5 (CONT'D)

LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 5 Week Provision		Length of Service for Five Weeks Vacation						Changes during Agreement		Other	
			26 to 29 Years		30 Years		Over 30 Years					
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries	473	444,434	11	10,834	62	115,577	2	1,490	38	30,978	11	5,329
Manufacturing	243	167,451	9	4,595	5	3,056	2	2,490	27	16,244	1	771
Foods and beverages	30	16,909	-	-	-	-	-	-	4	1,894	1	771
Tobacco products	2	932	-	-	-	-	-	-	-	-	-	-
Rubber and plastic products	14	8,606	-	-	-	-	-	-	1	410	-	-
Leather industries	2	712	-	-	-	-	-	-	-	-	-	-
Textile mill products	7	4,440	1	285	-	-	-	-	-	-	-	-
Knitting mills	1	466	-	-	-	-	-	-	-	-	-	-
Clothing industries	2	1,490	-	-	-	-	2	1,490	-	-	-	-
Wood products	2	665	-	-	-	-	-	-	1	350	-	-
Furniture and fixtures	3	869	-	-	-	-	-	-	1	244	-	-
Paper and allied products	37	16,344	1	300	1	400	-	-	1	352	-	-
Printing and publishing	5	2,723	-	-	-	-	-	-	-	-	-	-
Primary metal industries	18	27,626	-	-	1	1,301	-	-	3	1,038	-	-
Metal fabricating	27	9,433	2	684	1	225	-	-	5	1,479	-	-
Machinery, except electrical	15	10,673	-	-	-	-	-	-	-	-	-	-
Transportation equipment	16	22,059	-	-	-	-	-	-	1	344	-	-
Electrical products	30	28,097	5	3,326	2	1,130	-	-	8	9,512	-	-
Non-metallic mineral products	10	4,389	-	-	-	-	-	-	1	331	-	-
Petroleum and coal products	2	1,100	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products	12	6,177	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	8	3,741	-	-	-	-	-	-	1	290	-	-
Non-Manufacturing	230	276,983	2	6,239	57	112,521	-	-	11	14,734	10	4,558
Forestry	10	4,655	-	-	-	-	-	-	-	-	9	4,018
Mining and quarrying	11	22,196	-	-	5	19,663	-	-	1	620	-	-
Transportation	26	38,852	-	-	-	-	-	-	4	2,740	-	-
Storage	1	1,700	-	-	-	-	-	-	-	-	-	-
Communications	5	20,550	-	-	2	6,777	-	-	1	6,800	-	-
Electric, gas and water utilities	13	16,165	-	-	4	1,402	-	-	-	-	-	-
Wholesale trade	2	600	-	-	-	-	-	-	1	300	-	-
Retail trade	14	26,084	1	2,500	-	-	-	-	-	-	-	-
Finance, insurance and real estate	-	-	-	-	-	-	-	-	-	-	-	-
Education and related services ...	34	16,205	-	-	3	1,526	-	-	2	3,524	-	-
Health and welfare services	24	10,059	-	-	1	355	-	-	-	-	1	540
Recreational services	-	-	-	-	-	-	-	-	-	-	-	-
Business services	2	450	-	-	-	-	-	-	-	-	-	-
Personal services	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration	42	83,650	-	-	41	82,334	-	-	-	-	-	-
Provincial administration	1	3,739	1	3,739	-	-	-	-	-	-	-	-
Local administration	45	32,078	-	-	1	464	-	-	2	750	-	-

TABLE 6

LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 6 Week Provision	Length of Service for Six Weeks Vacation						
		20 Years		21 to 24 Years		25 Years		
		Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	
All Industries	94 66,241	4	2,437	1	230	3	1,196	26 13,111
Manufacturing	74 56,509	3	1,237	-	-	2	972	23 11,611
Foods and beverages	6 3,797	3	1,237	-	-	1	637	- -
Tobacco products	1 646	-	-	-	-	-	-	- -
Rubber and plastic products	12 7,946	-	-	-	-	-	-	- -
Leather industries	- -	-	-	-	-	-	-	- -
Textile mill products	1 1,365	-	-	-	-	-	-	- -
Knitting mills	- -	-	-	-	-	-	-	- -
Clothing industries	- -	-	-	-	-	-	-	- -
Wood products	- -	-	-	-	-	-	-	- -
Furniture and fixtures	1 275	-	-	-	-	-	-	- -
Paper and allied products	27 12,941	-	-	-	-	-	-	23 11,611
Printing and publishing	- -	-	-	-	-	-	-	- -
Primary metal industries	9 22,169	-	-	-	-	-	-	- -
Metal fabricating	7 2,302	-	-	-	-	1	335	- -
Machinery, except electrical	3 1,920	-	-	-	-	-	-	- -
Transportation equipment	- -	-	-	-	-	-	-	- -
Electrical products	1 209	-	-	-	-	-	-	- -
Non-metallic mineral products	1 278	-	-	-	-	-	-	- -
Petroleum and coal products	- -	-	-	-	-	-	-	- -
Chemical and chemical products	3 1,197	-	-	-	-	-	-	- -
Miscellaneous manufacturing	2 1,464	-	-	-	-	-	-	- -
Non-Manufacturing	20 9,732	1	1,200	1	230	1	224	3 1,500
Forestry	1 637	-	-	-	-	-	-	1 637
Mining and quarrying	1 474	-	-	-	-	-	-	- -
Transportation	3 1,518	-	-	-	-	-	-	- -
Storage	- -	-	-	-	-	-	-	- -
Communications	- -	-	-	-	-	-	-	- -
Electric, gas and water utilities	1 264	-	-	-	-	-	-	1 264
Wholesale trade	- -	-	-	-	-	-	-	- -
Retail trade	1 1,200	1	1,200	-	-	-	-	- -
Finance, insurance and real estate	- -	-	-	-	-	-	-	- -
Education and related services	8 3,401	-	-	-	-	1	224	- -
Health and welfare services	- -	-	-	-	-	-	-	- -
Recreational services	- -	-	-	-	-	-	-	- -
Business services	- -	-	-	-	-	-	-	- -
Personal services	- -	-	-	-	-	-	-	- -
Miscellaneous services	- -	-	-	-	-	-	-	- -
Federal administration	- -	-	-	-	-	-	-	- -
Provincial administration	- -	-	-	-	-	-	-	- -
Local administration	5 2,238	-	-	1	230	-	-	1 599

TABLE 6 (CONT'D)

LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 6 Week Provision		Length of Service for Six Weeks Vacation				Changes during Agreement	
			30 Years		Over 30 Years			
	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.
All Industries	94	66,241	43	38,374	14	7,672	3	3,221
Manufacturing	74	56,509	37	35,483	6	3,985	3	3,221
Foods and beverages	6	3,797	2	1,923	-	-	-	-
Tobacco products	1	646	1	646	-	-	-	-
Rubber and plastic products	12	7,946	12	7,946	-	-	-	-
Leather industries	-	-	-	-	-	-	-	-
Textile mill products	1	1,365	-	-	1	1,365	-	-
Knitting mills	-	-	-	-	-	-	-	-
Clothing industries	-	-	-	-	-	-	-	-
Wood products	-	-	-	-	-	-	-	-
Furniture and fixtures	1	275	1	275	-	-	-	-
Paper and allied products	27	12,941	3	977	1	353	-	-
Printing and publishing	-	-	-	-	-	-	-	-
Primary metal industries	9	22,169	7	20,386	-	-	2	1,783
Metal fabricating	7	2,302	6	1,967	-	-	-	-
Machinery, except electrical	3	1,920	2	482	-	-	1	1,438
Transportation equipment	-	-	-	-	-	-	-	-
Electrical products	1	209	1	209	-	-	-	-
Non-metallic mineral products	1	278	1	278	-	-	-	-
Petroleum and coal products	-	-	-	-	-	-	-	-
Chemical and chemical products	3	1,197	-	-	3	1,197	-	-
Miscellaneous manufacturing	2	1,464	1	394	1	1,070	-	-
Non-Manufacturing	20	9,732	6	2,891	8	3,687	-	-
Forestry	1	637	-	-	-	-	-	-
Mining and quarrying	1	474	1	474	-	-	-	-
Transportation	3	1,518	2	1,008	2	510	-	-
Storage	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-
Electric, gas and water utilities	1	264	-	-	-	-	-	-
Wholesale trade	-	-	-	-	-	-	-	-
Retail trade	1	1,200	-	-	-	-	-	-
Finance, insurance and real estate	-	-	-	-	-	-	-	-
Education and related services	8	3,401	-	-	7	3,177	-	-
Health and welfare services	-	-	-	-	-	-	-	-
Recreational services	-	-	-	-	-	-	-	-
Business services	-	-	-	-	-	-	-	-
Personal services	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-
Federal administration	-	-	-	-	-	-	-	-
Provincial administration	-	-	-	-	-	-	-	-
Local administration	5	2,238	3	1,409	-	-	-	-

PAID HOLIDAYS

Number of Paid Holidays (Table 7)

An analysis of 838 agreements showed that 825 (98.0 per cent) covering 98.0 per cent of the employees provide for a given number of paid holidays per year. The agreements with no provision are mostly in the entertainment industry.

The following tabulation lists the different provisions relating to the number of paid holidays. For the sake of conciseness, some of these provisions are combined in Table 7, in which the number of holidays is given by industry division.

Number of Paid Holidays

<u>No. of Days</u>	<u>No. of Agreements</u>	<u>No. of Employees</u>
6	1	250
7	2	706
8	16	12,957
8 and one half day	2	1,252
8 and two half days	3	938
9	105	71,719
9 and one half day	5	2,577
9 and two half days	45	17,971
10	238	165,426
10 and one half day	10	5,824
10 and two half days	15	6,265
11	233	221,870
11 and one half day	5	2,082
11 and two half days	9	3,198
12	52	30,472
12 and one half day	3	821
13	12	4,718
14	3	2,632
15	4	38,291
16	1	314
Varies with employees covered	6	1,666
Changes during agreement	49	50,922
Other	6	4,970
Total with Provision	825	647,841

As the tabulation shows, the most common provisions are:

- a) 10 full days in 29.0 per cent of the 825 agreements with a provision, covering 26.0 per cent of the employees;
- b) 11 full days in 28.0 per cent of the agreements, covering 34.0 per cent of the employees.

Industries where the employees generally receive fewer than 10 holidays are food and beverage, knitting mills, clothing, leather, printing and publishing, primary metal, mining and quarrying and personal services. Employees who receive more than 11 holidays are in tobacco, transportation equipment, paper industries and local administration.

In forty-nine agreements, there are changes during the term of the agreement in the number of holidays provided. In thirty-nine of these agreements the number of paid holidays increases, as shown in the following tabulation.

Changes During the Term of the
Agreement in the Number
of Paid Holidays

<u>Number of Holidays, in Days</u>		<u>Number of Agreements</u>
<u>Increased From</u>	<u>Increased To</u>	
8	9	3
9	10	5
10	11	15
11	12	3
12	13	10
13	14	2
14	15	1

The remaining ten agreements that provide for changes during the term of the agreement give paid days off during the Christmas shutdown and the number of days off varies with each year depending on which day of the week Christmas falls.

Pay for Work on Paid Holidays (Table 8)

Eight hundred and twenty (98.0 per cent) of the agreements, covering 97.0 per cent of the employees, have a provision for pay for work on a paid holiday.

Three formulae are most commonly used to determine the amount of pay for work performed on holidays:

- a) holiday pay plus either pay for the time worked or paid time off (73.0 per cent of those with a provision);
- b) paid day off plus pay for the time worked;
- c) choice of holiday pay or paid day off plus pay for the time worked.

The first formula is found in all industries; the other two are found chiefly in health and welfare, personal services and local administration.

The most prevalent forms of payment for holidays worked are: holiday pay plus time-and-one-half for the time worked (37.0 per cent of the 820 agreements, covering 37.0 per cent of the employees); and holiday pay plus double time for the time worked (32.0 per cent of the agreements, covering 34.0 per cent of the employees).

Work Requirement for Holiday Pay

Eighty-three per cent of the 838 agreements analyzed require the employee to be at work on specified days to be eligible for holiday pay. Of the 694 agreements with this provision, 77.0 per cent, covering 72.0 per cent of the employees, require the employee to be at work the day before and the day after the holiday.

Work Requirement for Holiday Pay

	<u>Number of Agreements</u>	<u>Number of Employees</u>
Employee must work:		
- the day before and after the holiday	535	379,932
- either the day before or after the holiday	10	8,167
- the day before the holiday	4	1,581
- some time during the holiday week, payroll period or other specified period	51	55,201
- combinations of above	92	83,197
Other	<u>2</u>	<u>756</u>
Total with provision	694	528,834

Service Requirement for Holiday Pay

Fifty per cent of the 838 agreements analyzed provide for a minimum service requirement before the employee is eligible for holiday pay. Of the 417 agreements with this provision, 21.0 per cent require 30 or fewer calendar days and 19.0 per cent require 31 to 60 working days service, to be eligible for holiday pay.

Service Requirement for Holiday Pay

	<u>Number of Agreements</u>	<u>Number of Employees</u>
<u>Minimum Service Requirement Specified in Calendar Days</u>		
30 or fewer days	87	79,211
31 to 60 days	44	18,277
61 to 90 days	23	27,155
<u>Minimum Service Requirement Specified in Working Days</u>		
30 or fewer days	52	23,185
31 to 60 days	78	27,284
61 to 90 days	9	40,659
<u>Minimum Service Requirement Specified in Weeks</u>	10	3,132
<u>Minimum Service Requirement Specified in Months</u>		
1 month	14	16,748
2 months	12	4,545
3 months	37	18,304
More than 3 months	8	3,899
Minimum Service not specified	2	2,779
Other	<u>41</u>	<u>21,228</u>
Total with provision	417	286,406

TABLE 7

NUMBER OF PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Number of Paid Holidays													
	Total with Provision		Less than 9 Full Days		8 and 2 Halves, 9 and 9-1/2		9 and 2 Halves, 10 and 10-1/2		10 and 2 Halves, 11 and 11-1/2		11 and 2 Halves, 12 and 12-1/2			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.		
All Industries	825	647,841	21	15,165	113	75,234	293	189,221	253	230,217	64	34,491	12	4,718
Manufacturing	462	296,933	10	8,025	83	54,614	161	70,728	104	46,685	47	28,245	9	3,934
Foods and beverages	42	20,035	-	-	19	9,904	14	5,356	6	3,077	2	880	-	-
Tobacco products	3	1,423	-	-	-	-	-	-	-	-	1	491	-	-
Rubber and plastic products	18	9,529	-	-	-	-	4	1,220	13	7,899	-	-	1	410
Leather industries	8	2,771	1	380	4	1,137	2	594	-	-	-	-	-	-
Textile mill products	28	11,472	1	275	9	2,549	12	5,190	4	2,312	2	1,146	-	-
Knitting mills	4	1,224	2	495	1	263	-	-	-	-	-	-	-	-
Clothing industries	9	9,080	4	6,378	3	1,212	-	-	-	-	-	-	-	-
Wood products	12	3,239	1	276	2	572	7	1,763	2	628	-	-	-	-
Furniture and fixtures	12	4,156	-	-	3	839	6	2,462	2	505	-	-	-	-
Paper and allied products	41	17,500	-	-	2	691	9	2,918	17	6,860	8	4,823	2	950
Printing and publishing	11	6,398	1	221	7	5,315	3	862	-	-	-	-	-	-
Primary metal industries	28	31,531	-	-	13	25,006	7	3,307	-	-	5	1,969	-	-
Metal fabricating	51	18,160	-	-	8	2,491	21	7,633	11	3,729	3	975	2	878
Machinery, except electrical	27	14,933	-	-	-	-	11	6,694	7	3,203	4	1,650	2	986
Transportation equipment	61	83,423	-	-	5	2,101	9	4,350	14	4,732	15	11,544	-	-
Electrical products	52	37,480	-	-	2	724	26	15,265	17	9,211	1	600	1	276
Non-metallic mineral products	19	8,986	-	-	3	1,310	8	3,154	2	599	5	3,683	-	-
Petroleum and coal products	2	1,100	-	-	-	-	2	1,100	-	-	-	-	-	-
Chemical and chemical products	15	6,777	-	-	-	-	12	5,504	1	355	1	484	1	434
Miscellaneous manufacturing	19	7,716	-	-	2	500	8	3,356	8	3,575	-	-	-	-
Non-Manufacturing	363	350,908	11	7,140	30	20,620	132	118,493	149	183,532	17	6,246	3	784
Forestry	10	4,655	-	-	-	-	-	-	10	4,655	-	-	-	-
Mining and quarrying	19	25,158	-	-	12	4,763	5	19,667	-	-	1	203	-	-
Transportation	36	54,198	1	1,002	6	6,850	22	36,603	5	8,008	-	-	-	-
Storage	1	1,700	-	-	-	-	-	-	1	1,700	-	-	-	-
Communications	14	32,355	3	3,500	1	300	6	14,351	2	6,777	1	627	-	-
Electric, gas and water utilities	13	16,165	-	-	1	420	4	1,529	7	13,952	1	264	-	-
Wholesale trade	4	1,312	-	-	-	-	2	700	1	300	-	-	-	-
Retail trade	20	28,474	-	-	5	6,633	11	11,590	4	10,251	-	-	-	-
Finance, insurance and real estate	1	501	-	-	-	-	-	-	1	501	-	-	-	-
Education and related services	50	24,973	1	250	2	725	2	980	36	20,638	3	850	2	549
Health and welfare services	81	32,034	-	-	-	-	64	25,975	9	3,615	-	-	-	-
Recreational services	1	250	1	250	-	-	-	-	-	-	-	-	-	-
Business services	6	2,352	1	247	-	-	5	2,105	-	-	-	-	-	-
Personal services	17	7,390	3	1,682	3	929	9	4,132	1	310	-	-	-	-
Miscellaneous services	2	479	1	209	-	-	1	270	-	-	-	-	-	-
Federal administration	42	83,568	-	-	-	-	1	591	41	82,977	-	-	-	-
Provincial administration	1	3,739	-	-	-	-	-	-	1	3,739	-	-	-	-
Local administration	45	31,605	-	-	-	-	-	-	30	26,109	11	4,302	1	235

TABLE 7 (CONT'D)

NUMBER OF PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

TABLE 8
PAY FOR WORK ON PAID HOLIDAYS
In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Pay for Work on Holidays											
	Total with Provision		Holiday Pay Plus:									
			Straight-Time		Time and One-Half		Double Time		Paid Time Off or Pay		Other	
Industry	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.
All Industries	820	640,693	13	8,899	301	235,281	261	215,055	20	10,924	5	2,207
Manufacturing	458	292,628	6	1,624	182	87,999	196	155,964	3	1,415	2	628
Foods and beverages	41	19,515	-	-	20	7,019	11	7,331	2	765	-	-
Tobacco products	2	777	-	-	-	-	2	777	-	-	-	-
Rubber and plastic products	18	9,529	-	-	-	-	18	9,529	-	-	-	-
Leather industries	8	2,771	3	769	3	1,290	2	712	-	-	-	-
Textile mill products	27	11,229	-	-	13	4,309	9	2,990	-	-	-	-
Knitting mills	4	1,224	-	-	3	1,004	-	-	-	-	-	-
Clothing industries	8	6,184	-	-	8	6,184	-	-	-	-	-	-
Wood products	12	3,239	-	-	7	1,890	4	1,073	-	-	-	-
Furniture and fixtures	12	4,156	-	-	7	2,439	5	1,717	-	-	-	-
Paper and allied products	41	17,500	-	-	10	3,252	6	2,124	-	-	-	-
Printing and publishing	11	6,398	-	-	1	221	5	3,769	-	-	-	-
Primary metal industries	28	31,531	-	-	17	15,073	8	3,390	-	-	-	-
Metal fabricating	51	18,160	1	335	22	7,357	19	6,455	-	-	-	-
Machinery, except electrical	27	14,933	-	-	9	2,831	17	11,851	-	-	-	-
Transportation equipment	61	83,423	1	232	15	5,723	41	75,936	-	-	-	-
Electrical products	52	37,480	-	-	26	20,767	24	15,909	-	-	-	-
Non-metallic mineral products	19	8,986	-	-	7	2,226	10	5,717	-	-	1	278
Petroleum and coal products	2	1,100	-	-	-	-	1	750	-	-	1	350
Chemical and chemical products	15	6,777	-	-	6	2,544	5	3,026	-	-	-	-
Miscellaneous manufacturing	19	7,716	1	288	8	3,870	9	2,908	1	650	-	-
Non-Manufacturing	362	348,065	7	7,275	119	147,282	65	59,091	17	9,509	3	1,579
Forestry	10	4,655	-	-	9	4,018	-	-	-	-	-	-
Mining and quarrying	19	25,158	-	-	18	24,899	-	-	-	-	1	259
Transportation	35	53,988	3	5,910	22	39,615	2	1,509	-	-	1	1,002
Storage	1	1,700	-	-	-	-	1	1,700	-	-	-	-
Communications	14	32,355	-	-	2	6,777	3	3,500	3	1,678	-	-
Electric, gas and water utilities	13	16,165	-	-	-	-	8	14,216	-	-	-	-
Wholesale trade	4	1,312	-	-	-	-	4	1,312	-	-	-	-
Retail trade	20	28,474	-	-	3	3,669	17	24,805	-	-	-	-
Finance, insurance and real estate	1	501	-	-	1	501	-	-	-	-	-	-
Education and related services	49	21,173	-	-	17	8,713	23	8,791	2	1,177	-	-
Health and welfare services	81	32,034	-	-	19	7,943	-	-	2	616	1	318
Recreational services	2	475	-	-	-	-	-	-	-	-	-	-
Business services	5	2,140	-	-	1	915	-	-	-	-	-	-
Personal services	17	7,390	2	616	4	2,271	1	359	1	949	-	-
Miscellaneous services	2	479	-	-	1	270	-	-	-	-	-	-
Federal administration	43	84,241	-	-	9	40,122	1	591	6	3,942	-	-
Provincial administration	1	3,739	-	-	-	-	-	-	-	-	-	-
Local administration	45	32,086	2	749	13	7,569	5	2,308	3	1,147	-	-

TABLE 8 (CONT'D)

PAY FOR WORK ON PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Pay for Work on Holidays													
	Total with Provision		Paid Day Off Plus:						Choice of Holiday Pay or Paid Day off Plus:					
			Straight Time		Time and One-Half		Other		Straight Time		Time and One-Half			
Industry	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.		
All Industries	820	640,693	10	7,911	26	11,319	8	4,776	13	9,235	39	39,328	11	4,348
Manufacturing	458	292,628	1	220	1	450	3	1,191	1	763	3	1,245	6	2,621
Foods and beverages	41	19,515	-	-	-	-	-	-	-	-	-	-	-	
Tobacco products	2	777	-	-	-	-	-	-	-	-	-	-	-	
Rubber and plastic products	18	9,529	-	-	-	-	-	-	-	-	-	-	-	
Leather industries	8	2,771	-	-	-	-	-	-	-	-	-	-	-	
Textile mill products	27	11,229	-	-	-	-	-	-	-	-	-	-	-	
Knitting mills	4	1,224	1	220	-	-	-	-	-	-	-	-	-	
Clothing industries	8	6,184	-	-	-	-	-	-	-	-	-	-	-	
Wood products	12	3,239	-	-	-	-	-	-	-	-	-	-	-	
Furniture and fixtures	12	4,156	-	-	-	-	-	-	-	-	-	-	-	
Paper and allied products	41	17,500	-	-	1	450	3	1,191	-	-	2	931	1	250
Printing and publishing	11	6,398	-	-	-	-	-	-	1	763	-	-	3	1,406
Primary metal industries	28	31,531	-	-	-	-	-	-	-	-	-	-	-	
Metal fabricating	51	18,160	-	-	-	-	-	-	-	-	-	-	-	
Machinery, except electrical	27	14,933	-	-	-	-	-	-	-	-	-	-	-	
Transportation equipment	61	83,423	-	-	-	-	-	-	-	-	-	-	-	
Electrical products	52	37,480	-	-	-	-	-	-	-	-	1	314	-	-
Non-metallic mineral products	19	8,986	-	-	-	-	-	-	-	-	-	1	765	-
Petroleum and coal products	2	1,100	-	-	-	-	-	-	-	-	-	-	-	
Chemical and chemical products	15	6,777	-	-	-	-	-	-	-	-	-	1	200	-
Miscellaneous manufacturing	19	7,716	-	-	-	-	-	-	-	-	-	-	-	
Non-Manufacturing	362	348,065	9	7,691	25	10,869	5	3,585	12	8,472	36	38,083	5	1,727
Forestry	10	4,655	-	-	1	637	-	-	-	-	-	-	-	-
Mining and quarrying	19	25,158	-	-	-	-	-	-	-	-	-	-	-	-
Transportation	35	53,988	-	-	-	-	-	-	-	-	-	-	-	-
Storage	1	1,700	-	-	-	-	-	-	-	-	-	-	-	-
Communications	14	32,355	-	-	-	-	-	-	-	-	3	12,673	-	-
Electric, gas and water utilities	13	16,165	-	-	1	420	1	547	-	-	-	-	-	-
Wholesale trade	4	1,312	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	20	28,474	-	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance and real estate	1	501	-	-	-	-	-	-	-	-	-	-	-	-
Education and related services	49	21,173	-	-	-	-	1	516	-	-	-	-	3	868
Health and welfare services	81	32,034	-	-	17	5,053	3	2,522	-	-	24	9,732	-	-
Recreational services	2	475	-	-	-	-	-	-	-	-	-	-	-	-
Business services	5	2,140	-	-	-	-	-	-	-	-	1	238	-	-
Personal services	17	7,390	-	-	-	-	-	-	9	3,195	-	-	-	-
Miscellaneous services	2	479	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration	43	84,241	-	-	1	221	-	-	1	673	7	15,189	-	-
Provincial administration	1	3,739	1	3,739	-	-	-	-	-	-	-	-	-	-
Local administration	45	32,086	8	3,952	5	4,538	-	-	2	4,604	1	251	2	859

TABLE 8 (CONT'D)

PAY FOR WORK ON PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Pay for Work on Holidays							
	Total with Provision		Varies with Hours Worked, or Holiday		Varies with Employees Covered		Other	
	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.
All Industries	820	640,693	91	77,813	6	6,220	16	7,377
Manufacturing	458	292,628	48	35,514	3	2,169	3	825
Foods and beverages	41	19,515	7	4,015	1	385	-	-
Tobacco products	2	777	-	-	-	-	-	-
Rubber and plastic products	18	9,529	-	-	-	-	-	-
Leather industries	8	2,771	-	-	-	-	-	-
Textile mill products	27	11,229	5	3,930	-	-	-	-
Knitting mills	4	1,224	-	-	-	-	-	-
Clothing industries	8	6,184	-	-	-	-	-	-
Wood products	12	3,239	1	276	-	-	-	-
Furniture and fixtures	12	4,156	-	-	-	-	-	-
Paper and allied products	41	175,000	15	7,143	2	1,784	1	375
Printing and publishing	11	6,398	1	239	-	-	-	-
Primary metal industries	28	31,531	2	12,838	-	-	1	230
Metal fabricating	51	18,160	8	3,793	-	-	1	220
Machinery, except electrical	27	14,933	1	251	-	-	-	-
Transportation equipment	61	83,423	4	1,532	-	-	-	-
Electrical products	52	37,480	1	490	-	-	-	-
Non-metallic mineral products	19	8,986	-	-	-	-	-	-
Petroleum and coal products	2	1,100	-	-	-	-	-	-
Chemical and chemical products ...	15	6,777	3	1,007	-	-	-	-
Miscellaneous manufacturing	19	7,716	-	-	-	-	-	-
Non-Manufacturing	362	348,065	43	42,299	3	4,051	13	6,552
Forestry	10	4,655	-	-	-	-	-	-
Mining and quarrying	19	25,158	-	-	-	-	-	-
Transportation	35	53,988	6	5,457	-	-	1	495
Storage	1	1,700	-	-	-	-	-	-
Communications	14	32,355	3	7,727	-	-	-	-
Electric, gas and water utilities.	13	16,165	3	982	-	-	-	-
Wholesale trade	4	1,312	-	-	-	-	-	-
Retail trade	20	28,474	-	-	-	-	-	-
Finance, insurance and real estate	1	501	-	-	-	-	-	-
Education and related services ...	49	21,173	1	578	1	250	1	280
Health and welfare services	81	32,034	9	3,298	-	-	6	2,552
Recreational services	2	475	1	250	-	-	1	225
Business services	5	2,140	2	740	-	-	1	247
Personal services	17	7,390	-	-	-	-	-	-
Miscellaneous services	2	479	-	-	-	-	1	209
Federal administration	43	84,241	17	22,893	-	-	1	610
Provincial administration	1	3,739	-	-	-	-	-	-
Local administration	45	32,086	1	374	2	3,801	1	1,934

